

PLEASE NOTE: IDOE DEVELOPED THIS MODEL SALARY SCALE AS AN EXAMPLE ONLY. IDOE understands the high level of interest in the field with regard to this issue, so we elected to share this **EXAMPLE** to give educators an in-depth look at the basic components of what a salary scale **might** look like. The IDOE **will not** require any Indiana school to use this or any specific salary scale. While local leaders may use this **EXAMPLE** as a guide, under proposed legislation, local educators will ultimately be responsible for developing their own salary scales.

Salary Schedule Today:

Base Salary		Additional compensation
Experience	Degrees earned	Only stipends are currently available, outside the regular salary schedule

SENATE BILL ONE (SB 1) PROPOSES:

*No automatic increment or raise if the teacher receives an “ineffective” or “improvement necessary” rating once the new evaluation system takes effect in 2012-2013. *Local savings from this will be redirected to additional compensation for “effective” and “highly effective” teachers.*

*No automatic increment or raise (unless it is a condition for employment) for an additional degree earned on or after July 1, 2012. *Local savings will be redirected to additional compensation for “effective” and “highly effective” teachers.*

Salary Scale in SB 1: **CURRENT** teachers

Base Salary		Additional compensation
Experience	Degrees earned <u>prior to</u> July 1, 2012	Experience (up to 33% of the total raise) Effectiveness Leadership Roles Academic needs of students

Salary Scale in SB 1: **NEWLY EMPLOYED** teachers (hired on or after July 1, 2012)

Base Salary		Additional compensation
Starting Salary		Experience (up to 33% of the total raise) Effectiveness Leadership Roles Academic needs of students

PLEASE NOTE: IDOE DEVELOPED THIS MODEL SALARY SCALE AS AN EXAMPLE ONLY. IDOE understands the high level of interest in the field with regard to this issue, so we elected to share this **EXAMPLE** to give educators an in-depth look at the basic components of what a salary scale **might** look like. The IDOE **will not** require any Indiana school to use this or any specific salary scale. While local leaders may use this **EXAMPLE** as a guide, under proposed legislation, local educators will ultimately be responsible for developing their own salary scales.

Sample Scenario

Hoosier School Corporation has enough funds to give each “effective” or “highly effective” teacher a raise of \$2,000. The locally bargained contract allots 25% for experience, 25% for being an effective teacher, 40% for being a highly effective teacher, 20% for leadership, and 15% for the academic needs of students (which for Hoosier School Corporation is defined as a school with 80% or more F/RL).

Teacher Salary Schedule for Hoosier School Corporation (current system)

<i>Year</i>	<i>Bachelor</i>	<i>Bachelor + 15 Graduate Hours</i>	<i>Bachelor + 30 Graduate Hours or Masters</i>	<i>Bachelor + 50 Graduate Hours Including Masters</i>	<i>Doctorate</i>
2	39,392	40,825	42,257	43,689	–
11	53,717	54,791	58,909	60,342	61,452

Example 1: You are an eleventh year teacher, rated as “highly effective,” at a large high school in Hoosier School Corporation. You have a master’s degree and you are a department chair. Your salary is \$58,909.

Under the new system, your base salary is \$58,909*. You receive an additional:

- \$500 for experience
- \$800 for being highly effective
- \$400 for department chair leadership responsibilities
- \$300 for working in a high poverty school within the district

Total raise: \$2,000

Total Salary: \$60,909

***Note: Your base salary under the new system does **NOT** drop down to \$53,717**

Example 2: You are a second year teacher, rated as “effective,” at an elementary school in Hoosier School Corporation. Your salary is \$39,392.

Under the new system, your base salary is \$39,392. You receive an additional:

- \$500 for experience
- \$500 for being effective
- \$300 for working in a high poverty school within the district

Total raise: \$1300

Total Salary: \$40,692